

Message Text

UNCLASSIFIED

PAGE 01 GENEVA 11268 01 OF 02 302035Z

ACTION IO-14

INFO OCT-01 ISO-00 SS-15 SP-02 L-03 H-02 NSC-05

CIAE-00 INR-07 NSAE-00 PA-02 USIA-15 PRS-01 ABF-01

OMB-01 TRSE-00 AF-10 ARA-14 EA-12 EUR-12 NEA-10

DIWY-01 SIL-01 LAB-04 HA-05 /138 W

-----011802 302118Z /41

R 301732Z NOV 77

FM USMISSION GENEVA

TO SECSTATE WASHDC 3588

USMISSION USUN NEW YORK

UNCLAS SECTION 01 OF 02 GENEVA 11268

E.O. 11652: N/A

TAGS: AORG, UN

SUBJECT: G-LEVEL SALARIES - GENEVA STAFF CHALLENGES

WALDHEIM'S DECISION

REF: GENEVA 10656

AT AN EXTRAORDINARY STAFF ASSEMBLY HELD LAST FRIDAY, NOVEMBER 25, IT WAS AGREED THAT THE FOLLOWING STATEMENT WOULD BE ADOPTED, CHALLENGING THE DECISION OF SECRETARY GENERAL WALDHEIM AND THE EXECUTIVE HEADS WITH RESPECT TO G-LEVEL SALARIES:

QUOTE THE SECRETARY-GENERAL'S MESSAGE OF 21 NOVEMBER 1977 TO THE STAFF OF THE UNITED NATIONS OFFICE AT GENEVA AND HIS STATEMENT TO THE FIFTH COMMITTEE ON 22 NOVEMBER COMPEL THE FOLLOWING CONCLUSIONS:

1. THE JOINT AGREEMENTS NEGOTIATED IN 1976 AND SOLEMNLY SIGNED ON BEHALF OF THE SECRETARY-GENERAL HAVE BEEN UNCLASSIFIED

UNCLASSIFIED

PAGE 02 GENEVA 11268 01 OF 02 302035Z

BREACHED. THE STAFF CAN NO LONGER PLACE ANY CONFIDENCE IN ANY PROMISE BY THE UNITED NATIONS ADMINISTRATION OR IN ANY SIGNATURE.

2. THE SALARY SCALES ESTABLISHED UNDER THE AGREEMENT OF 23 APRIL 1976 ARE DONE AWAY WITH. THIS MEANS ELIMINATING THE PRINCIPAL ELEMENT OF THE STAFF'S ACQUIRED RIGHTS.

ANOTHER MAJOR ACQUIRED RIGHT HAS BEEN VIOLATED: THE OFIAMT INDEX (THE OFFICIAL INDEX OF THE MOVEMENT OF SALARIES IN SWITZERLAND) INTRODUCED IN 1962 FOR THE ADJUSTMENT OF GENERAL SERVICE SALARIES HAS BEEN ABANDONED AND REPLACED BY THE COST OF LIVING INDEX. HENCEFORTH ANY COMPARISON BETWEEN SALARIES PAID IN THE UNITED NATIONS AND OUTSIDE WAGES WILL BE DISTORTED.

3. THE RIGHT OF THE STAFF TO PARTICIPATE IN THE DETERMINATION OF ITS CONDITIONS OF EMPLOYMENT - A RIGHT WHICH, IN THE CASE OF THE GENERAL SERVICE STAFF, HAS BEEN RECOGNIZED AND EXERCISED SINCE 1968 - HAS BEEN DEFINITELY REJECTED. THE SECRETARY-GENERAL'S STATEMENT TO THE FIFTH COMMITTEE MAKES THIS QUITE CLEAR.

4. THE PRINCIPLE OF THE BEST PREVAILING CONDITIONS OF EMPLOYMENT IN THE LOCALITY WHICH IS LAID DOWN IN ANNEX I, PARAGRAPH 7, TO THE STAFF REGULATIONS AND WHICH WAS ADOPTED BY THE UNITED NATIONS GENERAL ASSEMBLY IN 1951 HAS BEEN BREACHED. THE STAFF CAN NO LONGER COUNT ON COMPLIANCE WITH THE STAFF RULES AND REGULATIONS.

5. THE FUNDAMENTAL PRINCIPLE OF EQUAL PAY FOR EQUAL WORK ENSHRINED IN ARTICLE 23 (2) OF THE UNIVERSAL DECLARATION OF HUMAN RIGHTS HAS BEEN BREACHED IN THE RECOMMENDATIONS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION AND, IN CONSEQUENCE, IN THE DECISIONS OF THE SECRETARY-GENERAL.

UNCLASSIFIED

PAGE 03 GENEVA 11268 01 OF 02 302035Z

6. JOB DISCRIMINATION AGAINST WOMEN, WHICH HAS BEEN REJECTED AND CONDEMNED IN RESOLUTIONS AND DECISIONS OF THE GENERAL ASSEMBLY, HAS BEEN INDIRECTLY ENDORSED BY THE SECRETARY-GENERAL. THE UNITED NATIONS, WHICH SHOULD SET AN EXAMPLE FOR MANKIND, THUS SETS A PRECEDENT WHICH MAY HAVE CONSEQUENCES ON LABOUR RELATIONS THROUGHOUT THE WORLD.

7. SO FAR AS THE PRACTICAL AND MATERIAL CONSEQUENCES OF THE SECRETARY-GENERAL'S DECISIONS ARE CONCERNED, IT IS CLEAR THAT, IF THOSE DECISIONS ARE IMPLEMENTED, THERE WILL BE A GRADUAL DECLINE IN GENERAL SERVICE PAY AS OF 1 JANUARY 1978.

8. THE PURCHASING POWER OF SALARIES WILL FALL AND THERE WILL BE A PROGRESSIVE LOSS OF REAL INCOME BY "G" STAFF.

9. IN ADDITION TO BASE SALARY PROPER, ANNUAL STEPS, BEING CALCULATED ON THE BASIS OF THE NEW SCALE, WILL BE SMALLER; ALLOWANCES AND GRANTS FOR OVERTIME, NIGHT AND WEEK-END WORK, REPATRIATION, LANGUAGE PROFICIENCY, ETC. WILL ALSO BE REDUCED, FOR THEY, TOO, WILL BE BASED ON THE

NEW SCALE.

10. AS FOR THE NEXT SURVEY, WHICH THE INTERNATIONAL CIVIL SERVICE COMMISSION HAS AGREED TO BRING FORWARD, WHAT CAN THE STAFF EXPECT AFTER THIS YEAR'S EXERCISE? THE STAFF HAS NO GUARANTEE THAT THE NEW SURVEY WILL BE PROPERLY CONDUCTED. JUST AS THE STAFF HAS NO GUARANTEE THAT THE PERSONAL TRANSITIONAL ALLOWANCE WILL NOT BE WITHDRAWN FROM ANY OR ALL MEMBERS OF THE GENERAL SERVICE STAFF AT ANY MOMENT.

11. IN THESE CIRCUMSTANCES AND IN VIEW IN PARTICULAR OF THE FACT THAT SEVERAL FUNDAMENTAL PRINCIPLES AND THE 1976 AGREEMENTS HAVE BEEN BREACHED AND THAT THE SECRETARY-GENERAL AND THE EXECUTIVE HEADS OF THE GENEVA-BASED ORGANI-
UNCLASSIFIED

UNCLASSIFIED

PAGE 04 GENEVA 11268 01 OF 02 302035Z

UNCLASSIFIED

NNN

UNCLASSIFIED

PAGE 01 GENEVA 11268 02 OF 02 302045Z
ACTION IO-14

INFO OCT-01 ISO-00 SS-15 SP-02 L-03 H-02 NSC-05
CIAE-00 INR-07 NSAE-00 PA-02 USIA-15 PRS-01 ABF-01
OMB-01 TRSE-00 AF-10 ARA-14 EA-12 EUR-12 NEA-10
DIWY-01 SIL-01 LAB-04 HA-05 /138 W
-----011869 302118Z /41

R 301732Z NOV 77
FM USMISSION GENEVA
TO SECSTATE WASHDC 3589
USMISSION USUN NEW YORK

UNCLAS SECTION 02 OF 02 GENEVA 11268

ZATIONS HAVE VIRTUALLY ABANDONED THE STAFF, THE STAFF HAS NO CHOICE BUT TO TAKE ITS DEFENSE INTO ITS OWN HANDS.

12. THE CURRENT CONFLICT IS SERIOUS AND WITHOUT PRECEDENT IN THE ANNALS OF THE INTERNATIONAL ORGANIZATIONS. IT

IS OF CONCERN TO NOT ONLY THE GENERAL SERVICE STAFF, BUT ALSO PROFESSIONALS, WHO WILL UNDOUBTEDLY SUFFER IN THE VERY NEAR FUTURE THE CONSEQUENCES OF ANY DEFEAT OF THEIR GENERAL SERVICE COLLEAGUES. FOR THIS REASON WE URGE ALL STAFF TO STAND UNITED.

13. IN ADDITION TO RECOURSE TO THE ADMINISTRATIVE TRIBUNAL, THE REPRESENTATIVES OF THE STAFF ARE READY, SUBJECT TO THE AGREEMENT OF THIS EXTRAORDINARY ASSEMBLY, TO UNDERTAKE IMMEDIATELY ALL NECESSARY PREPARATIONS FOR DIRECT ACTION IN DEFENSE OF THE STAFF. THEY ALSO REQUEST THE POLLING OFFICERS TO ACCELERATE THE PROCESS FOR THE HOLDING OF A REFERENDUM ON STRIKE ACTION.

14. ALL ACTION BY THE STAFF WILL HAVE AS ITS OBJECTIVE
UNCLASSIFIED

UNCLASSIFIED

PAGE 02 GENEVA 11268 02 OF 02 302045Z

THE MAINTENANCE OF THE CURRENT SALARY SCALES UNTIL THERE HAS BEEN A THOROUGH STUDY OF THE PROBLEM IN FULL NEGOTIATION WITH THE STAFF REPRESENTATIVES. UNQUOTE SORENSON

UNCLASSIFIED

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01-Jan-1994 12:00:00 am
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Sent Date: 30-Nov-1977 12:00:00 am
Decaption Date: 01-Jan-1960 12:00:00 am
Decaption Note:
Disposition Action: n/a
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01-Jan-1960 12:00:00 am
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1977GENEVA11268
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Expiration:
Film Number: D770444-0472
Format: TEL
From: GENEVA
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1977/newtext/t1977115/aaaaadly.tel
Line Count: 194
Litigation Code IDs:
Litigation Codes:
Litigation History:
Locator: TEXT ON-LINE, ON MICROFILM
Message ID: 9e9d3b18-c288-dd11-92da-001cc4696bcc
Office: ACTION IO
Original Classification: UNCLASSIFIED
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 4
Previous Channel Indicators: n/a
Previous Classification: n/a
Previous Handling Restrictions: n/a
Reference: 77 GENEVA 10656
Retention: 0
Review Action: RELEASED, APPROVED
Review Content Flags:
Review Date: 02-Feb-2005 12:00:00 am
Review Event:
Review Exemptions: n/a
Review Media Identifier:
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 557195
Secure: OPEN
Status: NATIVE
Subject: G-LEVEL SALARIES - GENEVA STAFF CHALLENGES WALDHEIM'S DECISION
TAGS: AORG, UN
To: STATE USUN NEW YORK
Type: TE
vdkgvwkey: odbc://SAS/SAS.dbo.SAS_Docs/9e9d3b18-c288-dd11-92da-001cc4696bcc
Review Markings:
Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
22 May 2009
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 22 May 2009